

November Ballot Proposition 172: Vote YES

We urge you to VOTE YES on California state proposition 172: Dedication of Sales Tax for Local Public Safety, on Tuesday, November 2nd. This proposition will CONTINUE THE HALF-CENT SALES TAX to fund public safety services. This directly affects the California State Budget - if we do not adopt the continuation of the half-cent sales tax, the sales tax will be reduced by half a cent on December 31, 1993. The state faced a budget deficit this year of \$6-\$7 billion. As part of the plan to help deal with that, \$2.3 billion in annual property tax revenue was shifted from counties and cities to fund schools. The loss of property tax revenue will impact the budget of counties and cities and require reductions in services or replacement revenue. Proposition 172 would provide about \$1.5 billion a year to offset part of that loss, according to the League of Women Voters of California, in their State Ballot Measures Pros and Cons. As we know, the University of California receives a significant portion of its budget from the California State Budget. Although we cannot guarantee that UC will get more money if Prop. 172 passes; we assume that there will be LESS state money available if Prop. 172 fails. It is not easy to take a position advocating a sales tax continuation; however, the State Budget needs all the help it can get to enable the University of California to continue to offer the pursuit of excellence in education to its students. The University Council-AFT and the UC Regents have both adopted resolutions supporting passage of Prop. 172.

I welcome your opinions,

In unity, Sally Willson Weimer, UCSB Library



Forward

UC-AFT's Official Newsletter,
Local 2141, Santa Barbara

Volume 7, Number 1

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BULLETIN!

UC-AFT WINS UCSB MERIT CASE Judy Kirscht

PERB (the Public Employees Relation Board) has just ruled in favor of the union in the UCSB merit case, according to Ed Purcell, UC-AFT's labor consultant. To refresh your memory, the administration announced in the spring of 1992 that lecturers would no longer be eligible for merit increases beyond their second renewal review except in "exceptional circumstances." In this long overdue decision (hearings were held at UCSB in October of 1992), the administrative law judge ruled that the UCSB administration cannot unilaterally implement the policy — that it represents a change in the contract and must go to the bargaining table. The university has 20 days to appeal, and we assume they will do so, but if you are a post 6-year lecturer beyond your second renewal, contact Katia or me so we (and you) can take appropriate action.

Notes from the OFFICIAL CONTACT PERSON

by Katia McClain

It's the beginning of a new Academic year and our Union is back in full swing trying to ensure that all Academic personnel at UCSB get fair and proper treatment on the job. A new executive board was elected in the spring. We are working as a collective, to share our energy for more effective results. With a depressed state and local economy, as well as budget cuts at the University, we feel that our jobs, salaries, benefits and working conditions need to be defended.

We are happy to report some good news in the area of contracts. The courts have finally ruled that the attempt by the UCSB administration to deny lecturers merit raises past the 2nd review is not legal and that the policy must be subject

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**UC-AFT, LOCAL 2141
EXECUTIVE BOARD
1993-1994**

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VOTE NO ON PROP. 174

The UC Council of the AFT, at its September meeting, passed the following resolution opposing Proposition 174 and urges everyone to vote and vote NO on this issue November 2nd:

Whereas, voters will vote on Proposition 174, a proposal which will do great harm to the state, on November 2nd, and

Whereas, Proposition 174 will cut 10 percent of neighborhood school budgets — money which is desperately needed by the 5 million students in California public schools — and give that money to families who already have children in private schools, and

Whereas, the funding reductions forced on neighborhood schools by Proposition 174 will result in devastating cuts in the number of teachers, teacher aides, and basic instructional materials needed by our resource-short schools, and

Whereas, those who will be hurt most by these cuts are poor children, slow learners, as well as those with physical and mental disabilities — in effect those who need our help the most, and

Whereas, Proposition 174 makes the impact on needy children even more devastating by allowing voucher schools to reject students who don't meet certain income, gender, religion, IQ, even mental or physical ability tests, and

Whereas, Proposition 174 creates a permanent new government bureaucracy and billion dollar entitlement program which will worsen California's chronic budget problems and force either a huge tax increase or severe cuts in other vital state services including public higher education, and

Whereas, Proposition 174 does not include a shred of government oversight or accountability to make sure taxpayers' funds are spent as intended — which will result in the type of waste, fraud, and abuse which cannot be permitted, and

Whereas, Proposition 174 would allow ANYONE who can gather 25 children to call themselves a "school" and receive funding with little requirement that they teach anything, and NO requirement that they disclose how these funds are spent and NO requirement that they hire teachers with teaching credentials or degrees, and

Whereas, Proposition 174 all but prohibits new laws which might be needed to regulate abuses caused by this proposal, unless three-quarters of the Legislature approves, we

Therefore resolve that the University Council, American Federation of Teachers opposes Proposition 174 and urges California voters to reject it on November 2, 1993.

Summer Retreat

June 11-13, 1993

Just a few personal reflections on our UC-AFT annual summer retreat, held last June at the Clark Kerr campus of UC Berkeley. UC Santa Barbara was represented by Judy Kirscht, Katia McClain, Sally Weimer, and myself. Perhaps we weren't as loud as some delegations, but we had more representatives than any of the other locals.

The importance of local organization and membership was our first order of business. Troy Brazell, the AFT National Organizer was present to recommend his organization's Full Membership Program. Pilot phone-tree recruitment campaigns had been established at UCLA and Berkeley last year, and even though those efforts met with mixed success, we agreed that expanding our membership base must be a major priority for '93-94. How we add to our membership, however, needs to be determined by each individual local. After all, our needs and resources are unique. Therefore, we had some serious discussion about the efficacy of a program that appeared less flexible than we wanted. Ultimately, we agreed to try out the AFT program, but modifying it to meet local needs.

CFT President Mary Bergan talked to us about the importance of defeating Initiative 174, the school voucher campaign. As election day approaches, I am confident that our union's involvement in this campaign will help lead to the defeat of this ill-conceived proposal.

In fact, political involvement was another rallying point in the retreat as UC-AFT Representative Karen Maxon and Local 1990 (UCLA) President Darryl Holter discussed various legislative initiatives. Two priorities are a "fair share" bill that would require unit members either to join the union or contribute an agency fee for their representation. Such a requirement distinguishes open from closed shops—terms familiar to workers in other parts of the country. Here in California, however, where there is fear and loathing of unions, passing such a protective measure is sure to be an uphill battle. Pete already vetoed such a bill in September of '92. Oh, well, wait 'til next year.

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FEELING ALIENATED?

DISEMPowered?

DISENFRANCHISED?

HELP YOUR UNION!

Fill out the form below and send to:

Katia McClain
Germanic, Oriental, Slavic Dept.
Phelps Hall.

I am willing to:

- ☐ Join the union [we will send a form]
☐ Recruit members [we will send forms]

- ☐ Serve on the Executive Board
☐ As a representative of my unit
☐ Other functions as needed.

- ☐ Follow-up on specific issues
☐ Telephone
☐ Odd Jobs
☐ Other _____

Name _____
Dept. _____
Campus Phone _____
Home Phone _____

Notes from the Contact Person ...continued from page 1

to bargaining (see the report by Judy Kirscht in this newsletter for more details).

In the Spring, the current round of contract negotiations was completed. Our bargainers were forced to accept the pay cut, but managed to avoid compromising the contract in other areas. For example, Unit 18 lectures are now guaranteed the same medical benefits as those received by our ladder faculty colleagues.

Now, more than ever, we need a strong and active union to try to encourage the Administration to maintain a quality environment for education at UCSB. We encourage all of you to become active in the union. We are beginning our fall recruitment drive. We will soon be asking all current members to help us bring our colleagues into the union.

Katia McClain



Summer Retreat (continued)

A second legislative priority is a "dispute resolution" bill which would refer any bargaining impasse to a state arbitrator. Again, this is standard labor practice in other parts of the country, but here in California, the University breaks such an impasse by simply implementing its last best offer.

One of the highlights of the retreat for me was a union workshop led by union historian Dana Frank of UC Santa Cruz. In these discussions we were encouraged to share our views of what the ideal UC-AFT union would look like in the future. I found it refreshing to look beyond budget crises, layoffs, insensitive administrators, a veto-happy governor, and a non-responsive board of regents to a time when UC employees could enjoy job security and not be subject to arbitrary and unilateral decrees from the administration.

I especially enjoyed my conversation with Ed Purcell, our Chief Labor Consultant, about his quixotic efforts in behalf of all the "dangerously sick" ducks in his home town of Venice, California. Like Ed, I find it outrageous that a government agency can be so easily manipulated by a small but powerful special interest group, operate in secret, ignore the democratic process, and refuse to even listen to the very people most affected by its actions. Granted, such informal chats were mere digressions, and eventually we returned to discussing the UC Board of Regents. Nevertheless, I found this conversation a fascinating sidelight.

Finally, we expressed our appreciation to Susan Griffin for her excellent work as Council President over the past several years, and we held a reception in honor of the retirement of Phil Hoehn, a Berkeley librarian and one the early UC-AFT members. Thus, we were able to look to the past in order to build a better future.

Yours in solidarity,

John Hagerty
Lecturer